

## MINUTES OF MEETING—April 29, 2010

A meeting of the Dedham Finance Committee was called to order at 6:30 P.M. on Thursday, April 29, 2010 in the Francis O'Brien Meeting Room, Town Hall 26 Bryant Street, Dedham, MA.

Mr. David Martin, Chairman, presided.

MEMBERS PRESENT: David Martin, William Podolski, Derek Moulton, Susan Carney,  
Laura Timmins, Kevin Young, William McKinney,

MEMBERS ABSENT: Mark Driscoll, and John Heffernan

### NEW BUSINESS

Mr. Martin, Chairman of the committee called the meeting to order, and asked Mr. Keegan to speak on Articles 2, 3 and 9, but we thought that we were close to agreement on two contracts, however that is not the case and we will be discussing article 9. Mr. Martin asked if there was a chance that these two contracts would come before the Committee prior to town meeting, and Mr. Keegan said he did not believe so.

Mr. Keegan said that if the two collective bargaining units did come to some agreement at the last minute, that he is obligated to bring that forward to the Committee for their recommendation.

Mr. Keegan then continued on the compensation that was agreed to by the Board of Selectmen there are three changes and they are all the same, and that was a 1.5% base adjustment on his base salary, starting in fiscal 2009 and the same adjustment in 2010. With an additional \$1,000 amount added to his deferred compensation in 2009 and 2010, these are the only changes. The same offers were made to the Police Chief and Mariellen Murphy, and these are the changes that are being brought forward at this time. He continued to say that nothing else has been agreed to going forward in 2011 in base pay will remain the same as in 2010. Questions on the Police Chief were answered by Mr. Keegan who said that he is retiring, and the Fire Chief has already agreed to a contract.

Questions on the amount of the increases were answered by Mr. Keegan and Mrs. Baker. An additional question as to the number of employees who were at maximum or still stepping was answered by Mrs. Baker saying in the 0% year almost all about 70-75% of the employees received a step raise.

Mr. Martin asked Board of Selectmen Ms MacDonald to speak on how the salaries were reviewed, with about 22 towns used in the survey. She continued to say that the survey numbers as to Mr. Keegan do not bring him up to the high end of the survey but the deferred compensation brings him closer. Mr. Martin said he looks at it as a CEO of a \$70 million dollar operation, and that the numbers do not look unreasonable.

Mr. Keegan spoke next on the line item transfers and in that is a compensation study on the management personnel, because this has not been done for a very long time, and there are several groups that do this type review of municipal positions. A question on the level of staffing for public safety was answered by Mr. Keegan, who also said that this was proposed in his budget message. Mr. Martin said that as Chair of this body he would be following up once Town Meeting was concluded. Mr. Keegan said that this review for appropriate compensation should be something that we continue to do.

Mr. Martin asked for a motion to reconsider article 9.

A motion by D. Moulton to reconsider article 9 and seconded by W. McKinney with no discussion it was: **Voted 7-0 In Favor:** To reconsider article 9.

Mr. Martin asked for a motion to accept the revised schedule before us tonight as article 9, this provides \$15,000 for the compensation study and \$18,400 for compensation to fund the contract changes.

A motion by D. Moulton to accept article 9 with the changes for the compensation study and changes, and seconded by L. Timmins with no discussion it was:

**Voted 7-0 In Favor:** To accept article 9 with the changes for the compensation study of \$15k and compensation changes of \$18.4k.

Mrs. Baker said that on article 43, we are still awaiting a confirmation from our appraiser as to its value.

Mr. Martin asked to continue the meeting to the Band Room, and adjourned the meeting at 7:56PM

Respectfully submitted

William Marroncelli

Approved ()